



Enhancing Campus Capacity for Leadership: An Examination of Grassroots Leaders in Higher Education

Adrianna Kezar, Jaime Lester

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Enhancing Campus Capacity for Leadership explores a mostly untapped resource on college campuses—the leadership potential of staff and faculty at all levels. This book contributes to the growing tradition of giving voice to grassroots leaders, offering a unique contribution by honing in on leadership in educational settings. In an increasingly corporatized environment, grassroots leadership can provide a balance to the prestige and revenue seeking impulses of campus leaders, act as a conscience for institutional operations with greater integrity, create changes related to the teaching and learning core, build greater equity, improve relationships among campus stakeholders, and enhance the student experience. The text documents the stories of grassroots leaders, including the motivation and background of these "bottom up" beacons, the tactics and strategies that they use, the obstacles they overcome, and the ways that they navigate power and join with formal authority. This investigation also showcases how grassroots leaders in institutional settings, particularly more marginalized groups, can face significant backlash. While we like to believe that organizations are civil and humane, the stories in this book demonstrate a dark side with which we must reckon. The book ends with a discussion of the future of leadership on college campuses, examining the possibilities for shared and collaborative forms of leadership and governance.

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